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bulletin

CAUT Council says professors must back strong words with strong action

by Helen Baxter

University teachers have to become a credible political force in Canada. They must be prepared to go on the attack, even to strike, to protect the ideals of the university and democracy in this country.

This was the forceful and determined message expressed time and again by local and provincial faculty association representatives from across Canada as they met at the May CAUT Council meeting in Toronto.

In a free-wheeling policy discussion, members of Council faced head-on the formidable threats and challenges confronting the academic community today:

"The universities are losing their freedom, and if they are no longer free, society is no longer free."

"We're walking a tightrope...we're caught between our ideals and practicality."

"We need to focus on ideals and show what we stand for. If we let them slide, the prognosis for society is poor."

"Governments are threatening academic freedom. We must go on the attack to protect that freedom."

"We must let people know what governments today are doing to the future of their children."

"We have to become a credible political force. We have to get our hands dirty."

Several faculty representatives said their members would be prepared to go out on strike to protect academic freedom and democratic rights at their universities.

During the debate, members of Council identified the critical link, or relationship, between three primary areas of concern to the universities:

- accessibility
- adequate funding
- democratic rights and ideals

They agreed that university faculty must prepare a strong united offensive

to ensure that the doors to higher education are held open to every qualified person in Canada, that our universities are adequately funded, and that academic and intellectual freedom is protected from the expediences of government, business and certain university administrations.

Members of Council approved in principle a many-pronged plan of action for the national, provincial and local associations to adopt during the

coming year.

They saw as an important first step the development of a well-informed and mobilized membership. They agreed on the need for an internal "lobbying" effort which would seek to educate members on important issues and encourage their active support.

Members of Council also agreed that effective contacts must be forged, starting at the grassroots level, between faculty and other groups and organiza-

tions within and outside the university community.

The Council saw as of primary importance the need to educate the public on the role the universities play in our society. Many members focused on the critical issue of accessibility. They said that the public must be made aware of the impact inadequate funding is having on the future rights of their



Manitoba Premier urges universities to help solve unemployment, support nuclear disarmament

by Helen Baxter

Universities must take a leading role in winning the battle over unemployment in Canada.

Speaking at the CAUT's May Council meeting, Manitoba Premier Howard Pawley, the leader of the only NDP government in the country, said that in order to win their own battles the universities must join the larger battle facing the country — unemployment.

"Until the economic and human waste caused by massive unemployment is alleviated and until there is a significant economic turn-around, universities will continue to get the short end of the stick," Mr. Pawley said.

The Premier said it was essential for academics to assume a leadership role and to add their collective voice and force of moral persuasion to steer governments in the direction which will best address those in greatest need — the unemployed and the disadvantaged.

"Your association possesses some of the most talented, best educated and

authoritative voices in our country," Mr. Pawley said. "Your talent and abilities demand that you take on a broader community responsibility."

"Tunnel vision and arm-chair philosophizing will not take us to the promised land. We must not only seriously question the status quo, we must change it. And that means rolling up our sleeves and getting our hands a little dirty."

At the same time, Mr. Pawley encouraged the CAUT to continue its efforts to bring the federal government to the negotiating table to establish a more responsible approach to the future funding of post-secondary education. He said that stability and fairness in the financing of higher education could only be restored through consultation and negotiation.

"Unilateral action and arbitrary cutbacks in funding are clearly not the answer."

"Choking universities even further with restraint-minded programs will only further weaken the ability of universities to meet the challenges of



Premier Howard Pawley

tomorrow and I am afraid that our children will inherit the woeful conse-





CAUT Bulletin

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Pétites annonces: (postes vacants, annonces personnelles): \$2.00 par ligne de colonne.

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Délai de réception des annonces: 25 jours ouvrables au moins avant la date de publication. Il ne sera pas accepté d'annonces après la date limite.

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Strong action...1

children to the benefits of higher education as well as on the ability of adults to return to the university for further education.

In order to initiate the broad lobbying effort called for, the Council approved the establishment of a Policy and Political Action Committee of the CAUT. The Committee will plan and co-ordinate all lobbying activities at the national level. One of its first tasks, as directed by the Council, will be to explore the possibility of the CAUT's launching a public education campaign.

The Council also approved the participation of the Association in the National Universities Week. The Week, which is to be held in October, is being planned by the AUCC to "dramatize the role and worth of Canadian universities".

In a further action, the Council passed a motion instructing the Collective Bargaining and the Academic Freedom and Tenure Committees to monitor the effects of government legislation and local administrative efforts to remove or curtail free collective bargaining rights. The committees are to develop a plan for a national level response to any attempts by government to interfere with those rights.

In other matters:

• The Council directed the Association to

"urge the Government of Canada to take all possible steps to curtail the development and deployment of weapons of mass destruction and in particular to refuse to participate in the development and testing of any such weapons or their delivery systems including the cruise missile".

• The Council unanimously endorsed a statement calling on the federal government to resist U.S. pressure for tighter controls on the flow of scientific and technological information to the Soviet Union and its Eastern European allies;

• The Council approved a motion advising CAUT employees, officers and board members not to use Eastern Provincial Airlines in view of the action taken by EPA in replacing their striking pilots who are on a legitimate strike. The motion also called on the CAUT to urge that similar action be taken by members of the Association;

• The Council passed a motion that the mill rate for fees for 1983/84 be increased from 1.88 to 1.92. This increase represents a maximum of \$2.23 per year before taxes for individual members of the CAUT.

Université d'Ottawa Département de Linguistique

Le Département de Linguistique de l'Université d'Ottawa dispose d'une bourse post-doctorale pour un assistant de recherche dans le cadre d'une étude sur la syntaxe historique du français, subventionnée par C.R.S.H.C. Familiarité avec la Théorie Standard Endéudée requise. Dates approchées: 1er août 1983-30 avril 1984. Salaire: 10 000\$ par an, plus de \$17 500. Les candidatures avec cv, et 2 références à adresser à Professeur Hirschbuhler, Dept. de Linguistique, Université d'Ottawa, Ottawa, Ontario K1N 6NS.

Sarah Shorten elected CAUT President

Sarah Shorten is the new President of the CAUT. Professor Shorten, who is with the Philosophy Department at the University of Western Ontario, was elected to the CAUT's top post at the Association's annual Council meeting in May. She served as Vice-President (Internal) during 1982/83, is a past president of OCUFA, and was on the executive of the UWO faculty association for several years. Professor Philip Welch of the Faculty of Medicine at Dalhousie University was re-elected the CAUT's Vice-President (External) and Professor Edward Anderson of the Continuing Education Division of the University of Manitoba was elected the CAUT's Vice-President (Internal). Professor Edward Maher of the Faculty of Administration at the University of New Brunswick will continue as the



Sarah Shorten

Association's Treasurer for the second of a two-year term.

Disarmament...1

quences of our folly and short-sightedness, Mr. Pawley said.

In closing, Mr. Pawley called on members of the academic community to join with other Canadians in seeking a halt to the nuclear arms race.

"The building of a more equitable economy and a more just society will be meaningless unless the nations of this earth and the people and govern-

ments of this nation continue to call for a halt to the nuclear arms race, and continue to press for total nuclear disarmament," Mr. Pawley said.

"For what is the purpose to any of our actions, what is the good of preparing our children for tomorrow, if there is no tomorrow?

"This issue, more than any other requires our full attention...our full dedication."

University of British Columbia

Department of Mining and Mineral Process Engineering

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Application Deadline: August 31, 1983

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Qualifications:

Ph.D. or equivalent in Mineral Process Engineering with specialization in plant design, process simulation, process control and unit operations; some knowledge of computer control systems is desirable.

Salary Range: Up to \$45,000.00 per year.

Duties:

Working in conjunction with three mineral processing faculty members, the appointee is expected to teach undergraduate/graduate courses in plant design, process control, and unit operations and to conduct research in these areas, where graduate student supervision is involved.

Enquiries, including a detailed curriculum vitae with the names of three referees, should be addressed to:



Dr. G.W. Poling
Professor and Head
Department of Mining &
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University of British Columbia
6350 Stores Road
Vancouver, B.C.
V6T 1W5

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The new Faculty of Engineering at the University of Victoria invites applications for three faculty positions in the following areas of specialization:

1. Microelectronics/Large-Scale Integrated Circuits
2. CAD/CAM and Robotics
3. Computer Engineering

The Faculty plans to admit undergraduate students in September 1984. Applicants should have an established research reputation in at least one of the above three specializations and be able to provide the kind of leadership in research and curriculum development that is required in a new and modern school of engineering. Vacancies exist at Full, Associate and Assistant Professor ranks. Canadian Immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. Applicants are invited to send their curriculum vitae and the names of three referees to: Dean Len Bruton, Faculty of Engineering, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2.



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The Canadian Society for Aesthetics/La Société Canadienne d'Esthétique will hold an organizational meeting during the World Congress of Philosophy in Montreal from 21st to 27th of August 1983. The purpose of this meeting will be to plan the XII International Congress in Aesthetics, 16th to 19th of August, 1984. For further information contact Professor Peter McCormick, Department of Philosophy, University of Ottawa, Ottawa, Ont. K1N 6N5.

CAUT BULLETIN

New Advertising
Rates
See Page 5.

EIGHTH ANNUAL CANADIAN CONFERENCE ON THE APPLICATION OF CURRICULUM RESEARCH

Faculty of Education
University of Manitoba

Winnipeg, Manitoba
November 24-25, 1983

The Conference begins with a general session at which Dr. Ted Aoki, Chair, Department of Secondary Education, University of Alberta, will deliver the keynote address: The State of the Art in Curriculum Research. That same evening and during the next day we plan to have presentations of five selected master's theses or research papers selected from among those that respond to our invitation to enter the competition. Another dimension of this conference is the sharing of information and ideas concerning innovative and innovative curriculum projects across Canada.

Deadline for thesis (or paper) submissions is August 15, 1983.

For further information contact: Dr. Anne L. Jefferson or Professor Elva Metheral, Faculty of Education, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

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e) have expertise in electrophysiological studies in children

Applications should be forwarded to:

Dr. M.H.K. Shokeir
Professor and Head
Department of Pediatrics
University Hospital
SASKATOON, Saskatchewan
S7N 0X0

DEPARTMENT OF ECONOMICS Lakehead University

Applications are being accepted for 1 or more appointments. Rank and salary commensurate with qualifications. Econometrics and Macroeconomics in particular. Other fields welcome. Date of appointment is July 1st, 1983. Applications with curriculum vitae should be sent to Mr. D.E. Ayre, Secretary of the University, Lakehead University, Thunder Bay, Ontario P7B 5E1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Lakehead University



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The Department of Celtic Studies is seeking applications for a teaching position in the department; appointment beginning September 1983.

QUALIFICATIONS REQUIRED:

P.H.D. in Celtic Language and Literatures. Preferred fields of expertise (or competence): Scottish Gaelic language and literature; Old and Modern Irish; Folklore and Mythology; Traditional Celtic Music.

DUTIES:

Undergraduate and graduate courses and guided research. Programme may be adjusted to accommodate special interests of candidate.

SALARY:

Negotiable according to qualifications and experience.

Applications, including curriculum vitae and names and addresses of two referees, should be addressed to:

Sister Margaret MacDonald
Chairman, Department of Celtic Studies
St. Francis Xavier University
Antigonish, Nova Scotia
B2G 1C0

Closing date for applications: When position is filled.

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**Australian & N.Z.
Association for
Canadian Studies**

CALL FOR PAPERS

The Australian and New Zealand Association for Canadian Studies will be holding a multidisciplinary conference from 17-19, May 1984 at the University of Canterbury (Christchurch, N.Z.). Papers will be given on any aspect of Canadian studies or comparative Canadian/Australian/New Zealand studies consistent with the conference theme, "Regionalism and National Identity."

If you are interested in contributing to the conference, please send us two copies of a one-page abstract of the twenty-minute paper you would like to give. Your abstract should reach us by no later than 1, September 1983.

Our assessment committee will evaluate the abstracts it receives and let you have a final decision in time for you to apply for travel assistance from your university. (Canadian applicants are advised to apply also to the Social Sciences and Humanities Research Council of Canada).

James Acheson
Reginald Berry
Conference Co-organizers

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Christchurch 1,
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UNIVERSITY OF GUELPH. Department of Family Studies. Chairman. Applications and nominations are invited for the position of Chairman of the Department of Family Studies. The Department of Family Studies is multidisciplinary in nature with a faculty complement of twenty-five drawn from a number of fields including sociology, psychology, education and nutrition. The common interest of the faculty is in expanding and applying knowledge about individual development and group process especially in relation to the social, biological and nutritional well-being of families and family members. The Department is responsible for approximately 750 undergraduate students enrolled in the Bachelor of Applied Science program and majoring in Family Studies, Child Studies or Applied Human Nutrition. In the graduate program in which approximately 30 graduate students are enrolled, master of science degrees are granted in the three major areas and in Applied Human Nutrition a doctoral degree is granted. Both the undergraduate and graduate programs are enhanced by the special facilities

associated with the Department. These include the Child and Family Services and Research Unit, the Family Studies Laboratory Schools, and the residential laboratory facilities. In addition the University's Guelph Gerontology Research Centre has a close association with the Department. Candidates for the position should have a Ph.D. or equivalent in a field encompassed by the Department. They should also have a strong record of performance in university teaching and research together with evidence of administrative skill. Experience in a multidisciplinary setting or in a related professional field will be an asset. The successful candidate will be expected to demonstrate a commitment to the continuing development of the department's interdisciplinary teaching and research program. The appointment will be for a term of five years which is renewable. Curriculum vitae and the names of three referees should be sent to Dr. R.M. Barbara, Dean, College of Family and Consumer Studies, University of Guelph, Guelph, Ontario, N1G 2W1. Closing date for applications is October 15, 1983. The appointment is subject to final budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Replies directed to: Dean C.V. Finnegan, Chairman, Search Committee, Head, Department of Mathematics, Faculty of Science, University of British Columbia, Vancouver, B.C., V6T 1W5.

migration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Mathematics. Applications and nominations are invited for the position of HEAD, Department of Mathematics, which becomes vacant July 1, 1983. The Department of approximately seventy faculty members, about fifty graduate students and several postdoctoral fellows, has the responsibility for teaching mathematics and statistics to undergraduates in several faculties, and carries on an active graduate program with individuals and groups involved in many areas of research in pure and applied mathematics and in statistics. Applicants must be active and recognized internationally in a field of research that enhances the activities of the Department, must provide clear evidence of leadership and administrative ability, and must be dedicated to excellence in teaching. Applicants must qualify for the rank of full professor in the Department. The Head of Department must insure that both courses specific to the mathematics degree programs and service courses to other Faculties are maintained at a high level of instruction. The Head must also encourage the diverse research activities of the Department. Applications to be received as soon as possible and must include a curriculum vitae, a list of publications, and the names of three referees. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Replies directed to: Dean C.V. Finnegan, Chairman, Search Committee, Head, Department of Mathematics, Faculty of Science, University of British Columbia, Vancouver, B.C., V6T 1W5.

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Postal Code/Code Postal _____

<h3>ANATOMY</h3> <p>MCGILL UNIVERSITY, Anatomy. 1. Anatomist/Embryologist for a tenure-track position at the Assistant, Associate professor level. 2. Ability to teach anatomy, embryology to medical students, as well as courses in the individual's own research field. Proven research background in experimental embryology, hemopoiesis, immunology or cell biology, strong research background. 3. Salary will depend on professorial level considered (negotiable). In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. 4. Chairman, Yves Clermont, Department of Anatomy, McGill University, 3640 University Street, Montreal, Quebec, H3A 2B2.</p>	<p>for each additional year. The University of Alberta is an equal opportunity employer, but in accordance with Canadian Government Immigration regulations, preference will be given to Canadian citizens or landed immigrants. Applications, including a detailed curriculum vitae and the names of three references, should be sent to Dr. D.G. Scraba, Department of Biochemistry, University of Alberta, Edmonton, Alberta, Canada, T6G 2H7.</p>	<h3>BIOLOGY</h3> <p>SIMON FRASER UNIVERSITY, Biological Sciences, Environmental Toxicology. Applications are invited for a tenure-track position at the level of Assistant Professor. The successful applicant will participate in a programme in Environmental Toxicology at the undergraduate and graduate level. Candidates must have a Ph.D. degree with experience in toxicology and a strong record in research. The successful applicant will be expected to develop and maintain an active research programme in an area of toxicology appropriate to a Life Sciences department. Preference will be given to candidates eligible for employment in Canada at the time of application. The position is available immediately. Salary commensurate with experience. The current salary base for the Assistant Professor rank is \$35,600. Applications should include a curriculum vitae, a brief statement of research interests and objectives, and selected reprints of published research. Applicants should request confidential assessments of their research and teaching ability from at least three referees to be forwarded directly to: Dr. K.K. Nair, Chairman, Dept. of Biological Sciences, Simon Fraser University, Burnaby, B.C., Canada V5A 1S6. Deadline for receipt of applications is 30 June 1983, or until the position is filled.</p> <p>UNIVERSITY OF WATERLOO, Department of Biology. Applications are being accepted for a tenure-track position in Biotechnology at the Assistant Professor level. Qualifications include a Ph.D. and a strong background in cell/molecular biology of plant or animal systems. Preference will be given to those working in the area of isolating, manipulating and fully characterizing eukaryotic genes, but applicants from any area of cell/molecular biology will be given serious consideration. The position requires an attitude for teaching undergraduate and graduate students, and candidates must be anxious to establish vigorous, independent research program. Salary will be commensurate with experience and qualifications (1982-83 minimum: \$24,100). Applications, including names and addresses of three referees, should be directed to: Dr. Michael Cicivira, Department of Chemistry, University of Guelph, Guelph, Ontario, N1G 2W1.</p>	<h3>CHEMISTRY</h3> <p>UNIVERSITY OF GUELPH, Department of Chemistry. Postdoctoral position for electrochemist or physical chemist with semiconductor research experience. Work involves electro-deposition (and/or CVD) and characterization of new thin film inorganic and organometallic semi-conductors for solar cells. Send résumé and two letters of recommendation to: Dr. Michael Cicivira, Department of Chemistry, University of Guelph, Guelph, Ontario, N1G 2W1.</p>	<h3>COMPUTER SCIENCE</h3> <p>UNIVERSITY OF WATERLOO, Computer Science. The University of Waterloo invites applications for faculty positions at the Assistant, Associate, or Full Professor level. A Ph.D. in Computer Science is required, with evidence of outstanding research accomplishment or potential. All areas will be considered. Salary according to experience. Applications should include a curriculum vitae and the names of three referees and should be directed to: Professor J.A. Brzozowski, Chairman, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.</p> <p>UNIVERSITY OF NEW BRUNSWICK, School of Computer Science. Tenure track, Ph.D. (or nearing completion of this degree) in Computer Science desirable, various areas: operating systems, software engineering, digital systems and networks, systems design, micro-processors, computer graphics or data base systems. Teaching at the undergraduate and graduate levels and collaborative research. Salary and rank commensurate with qualifications and experience. Apply to: Dr. W. Dana Wasson, Director, School of Computer Science, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., Canada, E3B 5A3. Starting July 1st, 1983 or until filled. Closing date: when position filled.</p>	<p>UNIVERSITE DE MONTREAL, Biochimie. Assistant de recherche pour travailler dans le domaine de la photosynthèse basé enne. Le poste de recherche porte sur 1) structure et fonction des protéines membranaires; 2) la chaîne de transport d'électrons. Le candidat doit avoir un Ph.D. en biochimie ou en microbiologie et une ou deux années d'expérience post-doctorale. Salaire annuel: \$23,100. Adresse: Dr. Gabriel Gingras, Département de Biochimie, Université de Montréal, C.P. 6128, Succ. "A", Montréal, Québec, H3C 3J7. Tel.: 514-343-7571.</p> <p>UNIVERSITY OF ALBERTA, Department of Biochemistry. Applications are invited for the position of Professional Research Associate. This position, available on or about April 1, 1984, will involve basic research on the <i>in vivo</i> and <i>in vitro</i> assembly of a mammalian picornavirus and investigation of the proteolytic processing of viral proteins. Candidates should possess a Ph.D. degree in Biochemistry and have had at least 2 years of post-doctoral training. The research work will require experience in the areas of animal virology, protein chemistry (including sequencing), and enzymology. Salary will start at \$19,600 per annum for an individual with two years postdoctoral training, increasing by \$1,200</p>	<p>for each additional year. The University of Alberta is an equal opportunity employer, but in accordance with Canadian Government Immigration regulations, preference will be given to Canadian citizens or landed immigrants. Applications, including a detailed curriculum vitae and the names of three references, should be sent to Dr. Roger S. Smith, Dean, Faculty of Business, The University of Alberta, Edmonton, Alberta, T6G 2G1, Canada. The University of Alberta is an equal opportunity employer.</p> <p>UNIVERSITY OF WINDSOR, Faculty of Business Administration. Positions available in (i) Accounting, (ii) Ad-</p>	<p>ministrative Studies, (iii) Finance, (iv) Management Science, (v) Marketing, (vi) Business Policy and International Business. Ph.D. or DBA, (completed or near completion), preferably with business teaching and research experience; for Accounting, MBA plus Professional designation and relevant experience considered. Research and teaching at both BA and Bachelor of Commerce levels. Salary and rank competitive and commensurate with qualifications. Apply to: Dr. G.H. Neal, interim Dept. Faculty of Business Administration, University of Windsor, Windsor, Ontario, N9B 3P4. Appointment date open; July 1, 1983 preferred. Preference given to Canadian citizens and permanent residents. However, all qualified persons are invited to apply.</p> <p>UNIVERSITY OF WATERLOO, Business Administration, Accounting and Finance. Applications are invited for faculty positions from those with teaching and research interests in (i) managerial accounting, (ii) financial accounting (iii) finance, (iv) taxation. Ph.D. or equivalent. Salary and rank will depend on qualifications. Appointments effective July 1, 1983 or by arrangement. Appointments available until positions filled. Send résumés to Dr. John R. Hanna, Professor of Accounting, 222 Hagey Hall, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested applicants should forward their curriculum vitae, outlines of their research interests and names of three referees to Dr. J.A. Hargreaves, Director of Graduate Studies and Research, Faculty of Dentistry, The University of Alberta, Edmonton, Alberta, T6G 2N8. The closing date for applications is July 1, 1983.</p> <p>THE UNIVERSITY OF ALBERTA, Faculty of Dentistry, Biomaterials Research. The Faculty of Dentistry invites applications for a full-time position of Research Scholar in biomaterials research. The successful candidate must have a dental degree with a research degree in biomaterials or hold a Ph.D. degree in biomaterials or dental materials science with post-doctoral experience. The position will be dependent upon successful application for a competitive award by an external granting agency. The incumbent appointment will be on a long-term basis and will enjoy the privileges of the University academic rank at which the appointment is made (Assistant or Associate Professor or Professor level presently \$29,720-41,820; 37,420-53,658 and \$48,010). The University of Alberta is an equal opportunity employer but, in accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Interested applicants should forward their curriculum vitae, outlines of their research interests and names of three referees to Dr. J.A. Hargreaves, Director of Graduate Studies and Research, Faculty of Dentistry, The University of Alberta, Edmonton, Alberta, T6G 2N8. The closing date for application is July 1, 1983.</p> <p>THE UNIVERSITY OF ALBERTA, Faculty of Dentistry, Connective Tissue Research. Applications are invited for two full-time positions as Research Scholars for fundamental studies on connective tissues involving periodontal disease and wound healing. Present research includes studies on the structures and functions of collagens and proteoglycans and mechanisms of corrective tissue degradation. Expansion of these studies or sound independent research in another area by Research Scholars with the requisite experience will be considered. Facilities include automatic amino acid sequencing, tissue culture and electron microscopy with associated clinical areas. These positions are dependent upon successful application for competitive awards by an external granting agency. Appointment will be on a long-term basis and will enjoy the privileges of the University academic rank at which the appointment is made (Assistant, Associate Professor or Professor level presently \$29,720-41,820; 37,420-53,658 and from \$48,010). The University of Alberta is an equal opportunity employer, but in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested applicants should forward their curriculum vitae, outlines of their research interests and names of three referees to Dr. J.A. Hargreaves, Director of Graduate Studies and Research, Faculty of Dentistry, The University of Alberta, Edmonton, Alberta, T6G 2N8. The closing date for application is July 1, 1983.</p> <p>THE UNIVERSITY OF ALBERTA, Faculty of Dentistry, Dental Clinical Research. The Faculty of Dentistry invites applications for five full-time positions as Research Scholars in dental clinical research. The successful candidates must hold a dental degree which can be registered in the Province of Alberta and also have an additional research degree. The research degrees should be in one or more of the areas of epidemiology, computer science, microbiology, biomaterials, clinical trial design or pharmacology which are areas that will be supportive to present research</p>
<h3>ARCHAEOLOGY</h3> <p>THE UNIVERSITY OF MANITOBA, Faculty of Arts, Department of Anthropology. Applications are invited for a sessional leave replacement position commencing September 1, 1983. Candidates should have linguistics as an area of specialization, with a strong background in theoretical linguistics. The successful applicant will be expected to teach both undergraduate and graduate courses. Preference will be given to applicants with Ph.D. in hand. Salary is negotiable, depending upon qualifications, to a maximum of \$22,000. The University of Manitoba encourages both women and men to apply for this position. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested applicants should forward a vita, three letters of reference, and selected publications to Dr. J.F. de Peña, Head, Department of Anthropology, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Closing date for receipt of applications is July 1, 1983.</p>							
<h3>BIOCHEMISTRY/BIOCHIMIE</h3> <p>SIMON FRASER UNIVERSITY, Department of Archaeology. Archaeologist, Specialist in Arctic Prehistory and Historic archaeology, or Middle Eastern Prehistory and Physical Anthropology preferred, but other areas of specialization will be considered for an eight-month limited term appointment at the assistant professor level. Salary dependent upon qualifications. Ph.D. required. Appointment effective September 1, 1983. Send CV and names of three referees by July 10, 1983 to: Chairman, Dept. of Archaeology, Simon Fraser University, Burnaby, B.C., V5A 1S6. Preference will be given to candidates eligible for employment in Canada at the time of application.</p>							
<h3>BUSINESS ADMINISTRATION</h3> <p>UNIVERSITY OF MONTREAL, Biochimie. Assistant de recherche pour travailler dans le domaine de la photosynthèse basé enne. Le poste de recherche porte sur 1) structure et fonction des protéines membranaires; 2) la chaîne de transport d'électrons. Le candidat doit avoir un Ph.D. en biochimie ou en microbiologie et une ou deux années d'expérience post-doctorale. Salaire annuel: \$23,100. Adresse: Dr. Gabriel Gingras, Département de Biochimie, Université de Montréal, C.P. 6128, Succ. "A", Montréal, Québec, H3C 3J7. Tel.: 514-343-7571.</p> <p>UNIVERSITY OF ALBERTA, Department of Biochemistry. Applications are invited for the position of Professional Research Associate. This position, available on or about April 1, 1984, will involve basic research on the <i>in vivo</i> and <i>in vitro</i> assembly of a mammalian picornavirus and investigation of the proteolytic processing of viral proteins. Candidates should possess a Ph.D. degree in Biochemistry and have had at least 2 years of post-doctoral training. The research work will require experience in the areas of animal virology, protein chemistry (including sequencing), and enzymology. Salary will start at \$19,600 per annum for an individual with two years postdoctoral training, increasing by \$1,200</p>							
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DRAMA

UNIVERSITY OF GUELPH. Department of Drama. Applications are invited for the position of Visiting Assistant Professor from 1 September 1983 to 31 May 1984. Candidates should hold a Ph.D., or be close to completion. Duties will include teaching introductory courses in practical and academic areas, and upper level courses in areas such as film, design, dramatic literature and theatre history. The salary for the nine-month appointment is approximately \$20,000. Please send applications and the names of three referees to Professor L.W. Conoly, Chairman, Department of Drama, University of Guelph, Guelph, Ontario, N1G 2W1.

UNIVERSITY OF SASKATCHEWAN. Drama Department. Instructor/Artist-In-Residence. Responsible for acting instruction at the introductory level, focusing on fundamental techniques of speech and performance, and directing in-class readings and supplementary department productions. In addition to teaching responsibilities, the successful applicant will participate as an actor or director in departmental productions. Applicants should have undergone professional and/or university training and worked in professional theatre experience in the teaching of the above skills is also desirable. The filling of this position is subject to budgetary confirmation. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Apply to: T. Kerr, Head, Drama Department, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

UNIVERSITY OF SASKATCHEWAN. Drama Department. Instructor for 1st and 2nd year undergraduate stagecraft program. The successful applicant will be responsible for teaching introductory and intermediate stagecraft skills. The variety of skills to be taught are in lighting application, set construction, sound production, tool knowledge and usage, electricity, drawing interpretation and basic skills. In addition to this, the successful applicant assumes the responsibility of supervising set construction and lighting of all plays in the production program. Applicants should have undergone professional and/or university training and worked in professional theatre; experience in the teaching of the above skills is also desirable. The filling of this position is subject to budgetary confirmation. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Apply to: T. Kerr, Head, Drama Department, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

ECONOMICS

CARLETON UNIVERSITY. Department of Economics. Applications are invited for one tenure track position for academic year 1983-84 or 1984-85 at the rank of Lecturer or Assistant Professor. Position is subject to budgetary considerations. Subject areas in order of priority are international trade, public finance, theory and econometrics. Applications including curriculum vitae and names of three referees should be made to Professor Douglas A. Smith, Chairman, Department of Economics, Carleton University, Ottawa, Ontario, K1S 5B6, Canada.

Completed or near completed Ph.D. required. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

EDUCATION

COLLEGE UNIVERSITAIRE DE SAINT-BONIFACE. Institut pédagogique. Le Collège sollicite des candidatures à un poste de professeur à temps complet pour le programme de 2e cycle en éducation. Les fonctions comprennent la recherche, l'enseignement au 2e cycle en psychologie de l'éducation et la direction des travaux de recherche des étudiants. Les candidat(e)s doivent être titulaires d'un Ph.D. Le traitement sera selon la convention collective et la date d'entrée en fonction sera à partir du 1er août 1983. Les candidat(e)s sont prié(e)s de faire parvenir un cv détaillé à M. Roger Legal, Directeur, Institut pédagogique, Collège Universitaire de Saint-Boniface, Saint-Boniface, Manitoba, R2H 0H7.

LAKEHEAD UNIVERSITY. Faculty of Education. Lakehead University has available an eight month sabbatical replacement position in the field of science methods between 1 September 1983 and 30 April 1984. Duties will include the teaching of methods courses in General Science and Biology at the secondary school level, Environmental Science at the elementary school level, and the supervision of student teaching. The successful applicant should have at least a Master's degree, a teaching certificate, and successful teaching experience in a school system. Salary is negotiable (1982-83 range for an Assistant Professor is \$23,111 and \$35,483). Applications should be sent to Dr. J.J. Stapleton, Dean of Education, Lakehead University, Thunder Bay, Ontario, P7B 5E1.

ENGINEERING

SIMON FRASER UNIVERSITY. Faculty of Engineering Science. Applications are invited for several tenure-track positions in Canada's newest engineering faculty. Engineering Science is a broadly-based, limited enrolment and academically demanding program. Emphasis is placed on strong links with industry and with Microtel Pacific Research which is located on the campus. In time, three major program areas will be developed. Presently only one, which emphasizes computing, control, microelectronics and communications, is being offered. Duties will include undergraduate and graduate teaching, research, graduate student supervision and industrial interaction. Applications should include the names of at least three referees and be addressed to Dept. Donald A. George, Faculty of Engineering Science, Simon Fraser University, Burnaby, B.C. V5A 1S6.

UNIVERSITY OF WATERLOO. Engineering. Applications are invited for junior faculty positions in all engineering departments, Chemical, Civil, Electrical, Geological, Management Sciences, Mechanical and Systems Design. Candidates must be eligible to apply for the National Science and Engineering Research Council of Canada Fellowships. These Fellowships provide \$29,500 per year and this will be supplemented depending upon qualifications and experience. Candidates must have a commitment to excellence in teaching and research. These awards are only available to Canadian citizens or permanent residents. Résumés should be sent to: Dept. of Faculty of Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1.

UNIVERSITY OF WATERLOO. Electrical Engineering. Applications are invited for the position of Assistant or Associate Professor of Electrical Engineering. Candidates are expected to have an earned doctorate with a commitment to excellence in teaching and research. Duties will include teaching, research and graduate student supervision. There is particular interest in an appointment in the areas of computer-aided design of circuits and systems, semiconductor devices and computer architecture. The salary offered will be commensurate with qualifications and experience. Applications should be sent to the Chairman, Department of Electrical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Date of appointment is expected to be 1 September 1983. Closing date for the

receipt of applications is 31 July 1983. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF OTTAWA. Department of Mechanical Engineering. Applications are invited for a tenure track position at the Assistant Professor level, in addition to ability to teach at the undergraduate and graduate levels, the successful candidate will have experience in CAD/CAM and systems control and will have a strong research background. A Ph.D. degree is required. Bilingualism (English/French) would be an asset. It is preferred that the duties commence Sept. 1, 1983, but applications will be accepted beyond that date, if the position remains unfilled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including curriculum vitae, details of experience and names of at least three referees, should be addressed to: Professor S. Mirze, Chairman, Department of Mechanical Engineering, University of Ottawa, Ottawa, Ontario, K1N 6N5. (613) 231-2429.

UNIVERSITY OF BRITISH COLUMBIA. Department of Mechanical Engineering. A faculty position is available in the field of machine design at the Assistant or possibly the Associate Professor level. The successful candidate will be required to teach undergraduate and graduate courses in machine design and establish a research program in this general area. Industrial experience in addition to a strong interest in teaching is desirable. More detailed information is available on request. Position is available as early as September 1, 1983 and applications should be received no later than July 31, 1983. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia offers equal opportunity to qualified male and female applicants. Please send in letter of application and curriculum vitae to Dr. I.S. Gartshore, Chairman, Design Search Committee, Department of Mechanical Engineering, University of British Columbia, Vancouver, B.C., V6T 1W5, Canada.

CARLETON UNIVERSITY. Department of Systems and Computer Engineering. Computer Engineering Faculty Position. Carleton University's Department of Systems and Computer Engineering has openings for preliminary (tenure track), term, or visiting appointments at the assistant professor level. Duties will include research and teaching at the undergraduate and graduate levels in the area of computer engineering (programming languages, digital machine architecture, digital systems, microprocessor computer miniaturization), and associated hardware and software. Positions are subject to budgetary approval. Research equipment includes a VAX 11/750 and an Ethernet LAN with state-of-the-art professional workstations. A LISP machine located in the School of Computer Science will be linked to the Department by the LAN. Applicants should have a Ph.D. degree or equivalent. As required by Employment and Immigration Canada regulations, preference will be given to Canadian citizens and landed immigrants. Letters of inquiry and application should be addressed to: The Chairman, Department of Systems and Computer Engineering, Carleton University, Ottawa, Ontario, Canada, K1S 5B6.

UNIVERSITY OF OTTAWA. Electrical Engineering. Excellent opportunity in Canada's High Technology Capital. Applications are invited for a tenure-track position at the Assistant Professor level. All fields of Electrical Engineering will be considered, with special interest in Electronics Measurements and Telecommunications. A Ph.D. degree is required. Starting date July 1, 1983. In addition two-year contractual positions are available in the areas of Communications and Power Engineering. Ottawa offers a unique opportunity in Canada for research, government and industrial contacts and consulting. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens or permanent residents. Please send résumés and the names of three referees to: Professor Nicolas D. Georganas, Chairman, Department of Electrical Engineering, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5. Tel.: (613) 231-2493.

ENGLISH

QUEEN'S UNIVERSITY. English. The Department of English at Queen's University expects to make one non-renewable appointment at the Assistant Professor rank for 1983-84. A Ph.D. and teaching experience are prerequisites. Teaching duties will include Canadian literature. The appointment will be for 12 months from 1 September, 1983. Please send a CV and the names of three referees to: Dr. D.O. Spiegel, Head, Department of English, Queen's University, Kingston, Ontario, K7L 3N6. Applications received after 30 June, 1983 will not be considered. According to regulations of the Department of Employment & Immigration Canada, preference must be given to Canadian citizens, landed immigrants or permanent residents of Canada. Candidates of both sexes are equally encouraged to apply.

LAURENTIAN UNIVERSITY. English. Applications are invited for two positions: I Sessional appointment 1983-84, effective 1 September 1983. Subject to budgetary approval. Academic qualifications and experience in the field of freshman composition and/or English as a second language. Salary and rank commensurate with qualifications and experience. Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and landed immigrants. Applications with a curriculum vitae and the names of three referees should be sent to: Chairman, Department of English, Laurentian University, Sudbury, Ontario, P3E 2C6.

FOOD SCIENCE

THE UNIVERSITY OF ALBERTA. Department of Food Science. Sessional Lecturer in Food Engineering. Temporary position available September 1, 1983 to April 30, 1984. Salary of \$20,000.00 (including benefits) at the rank of Lecturer. The successful candidate will possess a Ph.D. in Food Engineering and will be responsible for courses in heat and mass transfer, unit operations and process evaluation in food systems and be expected to help in the development of computer assisted instruction models. Apply before June 30, 1983 to Chairman, Food Science Department, The University of Alberta, Edmonton, Alberta, T6G 2P5 (403-432-5188). The University of Alberta is an equal opportunity employer but, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

FOREST SOILS

UNIVERSITY OF TORONTO. Forest Soils. Applications are invited for a tenure-stream position in Forest Soils. The successful applicant will be responsible for teaching undergraduate and graduate courses in the field of forest soils and also for developing a significant research program in this area. Other duties will include graduate student supervision and administrative responsibilities. Postgraduate qualification at the Ph.D. level in forest soils as well as previous teaching and research experience are required. The appointment will be made at either the assistant or associate professor level, according to the qualifications and experience of the successful applicant. Salary scales for these ranks for 1983-84 are expected to be: Assistant Professor — minimum \$25,700, maximum \$43,500; Associate Professor — minimum \$31,500, maximum \$56,600. Proposed appointment date is August 1, 1983 or as soon thereafter as possible; closing date for receipt of applications is July 1, 1983. In accordance

with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Interested and qualified individuals should submit a curriculum vitae and other relevant information. Three referees who are acquainted with the work of the applicant should be asked to forward letters of reference. These should be submitted to: The Chairman, Search Committee, Faculty of Forestry, University of Toronto, Toronto, Ontario, Canada, M5S 1A1.

GEOGRAPHY

UNIVERSITY OF WINNIPEG. Department of Geography. Instructor in Computer, Computer Mapping and Physical Geography. This is a continuing position that requires a Bachelor's Degree with a major in Geography and Computer Science and with experience on VAX and IBM computers and knowledge of SAS. Salary commensurate with qualifications and experience. Please apply with curriculum vitae and the names of three referees to: Dr. James M. Richtik, Chairman, Department of Geography, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. Telephone (204) 786-7811, ext. 278. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date: June 30/83.

GEOLGY

SAINT MARY'S UNIVERSITY. Department of Geology. The Department of Geology invites applications from Canadian citizens and landed immigrants who qualify for sponsorship for an NSERC University Research Fellowship in the general field of Petrology/Geochemistry. Preference will be given to candidates with relevant post-doctoral experience and demonstrated research ability. Appointment will be made at the assistant professor level initially for a period of 3 years, but on a renewable basis and the position includes financial support for research. Further information about the conditions of employment are provided in the NSERC Fellowships Guide. Applicants should submit no later than 1 September 1983 an up-to-date curriculum vitae, a statement of their research interests and objectives, and also request that assessments from at least three referees qualified to evaluate their research capabilities be sent directly to: Dr. D.H. Williamson, Dean of Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3.

MCMASTER UNIVERSITY. Geology. The Department of Geology, McMaster University, invites qualified earth scientists to apply for positions here as NSERC University Research Fellows. Canadian citizens and landed immigrants only are eligible for these awards. Postdoctoral experience is not essential, but applicants should be able to demonstrate research ability. Successful applicants will be appointed Assistant Professors. Term of the appointment is normally for 5 years. Fellows will spend most of their time in research, but will be required to teach one full undergraduate course. Minimum starting salary in 1983-84 will be about \$25,000, with allowance made for related experience. Successful applicants will be provided with a basic minimum research grant of \$10,000 per year for 3 years subject to availability of funds. University research fellows are also eligible to apply for other types of funding. Qualified persons in any field of geology are invited to apply. Interested persons should send a current curriculum vitae and a covering letter to: Dr. M.J. Risk, Chairman, Search Committee, Department of Geology, McMaster University, Hamilton, Ontario, L8S 4W1.

THE UNIVERSITY OF BRITISH COLUMBIA. Geological Sciences. The Department of Geological Sciences, University of British Columbia, seeks an instructor for one year as sabbatical replacement. The courses to be taught are all one-term courses for students in Geophysics and in Mineral Engineering: Geology 300 (Introductory Mineralogy), Geology 317 (Petroleum of Igneous and Metamorphic Rocks), Geology 354 (Structural Geology). This will be a part-time, temporary appointment for the period 1 September 1983 through 30 April 1984. The stipend will be \$12,000 for the period.

Candidates with Ph.D. complete or pending will be given preference. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Please apply to Professor H.J. Greenwood, Head, Department of Geological Sciences, University of British Columbia, 6330 Stores Road, Vancouver, British Columbia, V6T 2B4 before 1 July 1983.

HISTORY

MCMASTER UNIVERSITY. History. Applications are invited for an Assistant Professor specializing in English History, 1500-1700, for a nine month appointment effective September 1, 1983. The successful candidate must be able to instruct an M.A. level seminar as well as junior courses. Salary is commensurate with qualifications and experience. The 1983-84 Non-Tenure Assistant Professor is \$23,540 per annum. Deadline for accepting applications is June 30, 1983. Please send applications with full curriculum vitae and the names and addresses of three referees to: Dr. J.P. Campbell, Chairman, Department of History, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4L9. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. ATKINSON COLLEGE. History. Applications are invited for a one year contractually limited appointment at the rank of Assistant Professor in the area of Canadian History to replace a faculty member who is leaving. The successful candidate will be expected to share an introductory course and to teach in the areas of social history and French Canada. Ph.D. is required. Teaching experience and publications are preferred. Applications, along with curriculum vitae and the names of three referees should be sent to Professor Stephen Endicot, Chairperson, Department of History, Atkinson College, York University, 4700 Keele Street, Downsview, Ontario, M3J 2R7. Appointment commences September 1, 1983 or sooner. Applications will be received until the position is filled. This appointment is subject to budgetary approval. In accordance with the Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

HOME ECONOMICS

UNIVERSITY OF SASKATCHEWAN. Home Economics. The College of Home Economics requires a one-term leave replacement, September to December 1983 to teach nine credit hours (two courses) in home economics education and communication. A minimum of a master's degree and experience in teaching home economics are required. Salary floors, 1982-83 are: Instructor — \$19,850; Lecturer — \$21,220; Assistant Professor (Ph.D. required) — \$26,907. Apply with resume and names of referees to: Dean G.M. Moss, College of Home Economics, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MATHEMATICS

UNIVERSITY OF NEW BRUNSWICK. Mathematics. The Department of Mathematics and Statistics at the University of New Brunswick, Fredericton, expects to have an opening for a one year replacement position as of July 1, 1983 subject to budgetary approval. Ph.D. preferred. Duties to include undergraduate teaching and research. Send an up-to-date curriculum vitae and the names of three referees to Dr. R.D. Small, Acting Chairman, Department of Mathematics & Statistics, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3. Applications will be received until the position is filled. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and legal residents of Canada.

MEDICINE

MCGILL UNIVERSITY. Microbiology & Immunology. Two-year position (renewable) beginning 1 July 1983 for research associate with experience in microbial or mammalian cell physiology. Laboratory devoted to research in microbial mechanisms of pathogenicity. Salary will super-vise laboratory of technicians, PD fellows, and graduate students. Send curriculum vitae and names and addresses of three referees to: Dr. Irving W. DeVoe, Professor and Chairman, Dept. of Microbiology & Immunology, McGill University, 3775 University St., Montreal, P.Q., H3A 2B4.

ONTARIO COLLEGE OF NATUROPATHIC MEDICINE. The Ontario College of Naturopathic Medicine invites applications for teaching positions in the following areas: Human Physiology, Public Health Pathology, Biochemistry, Microbiology, Pharmacology & Toxicology. Ph.D. completed or near completion with teaching experience. Two trimester terms commencing September 1983. The OCNM is the first school of naturopathic medicine in Canada. Its approach to medicine is largely preventive, employing nature-based therapeutics through a holistic understanding of the illness/wellness process. OCNM's students become licensed practitioners in naturopathic medicine. For further information contact G.F. Smith, N.D., Dean, OCNM, 43 Benton Street, Kitchener, Ontario, N2G 3H1.

UNIVERSITY OF SASKATCHEWAN. Department of Medicine. Three faculty positions in the sections of Cardiology, Endocrinology, and Nephrology are available in expanding Department of Medicine. Applicants should have demonstrated capabilities in teaching and basic or clinical research, and have a fully unrestricted licence to practice medicine in Canada, and should also have or be eligible for specialist certification in Canada. The positions involve full-time patient care, teaching and research. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Interested applicants should forward particulars, including curriculum vitae, bibliography, and three references to Dr. R.M. Bala, Professor and Chairman, Department of Medicine, College of Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0WO.

THE ONTARIO CANCER INSTITUTE. Medical Oncologist. To further develop an oncology program in Sudbury-Manitoulin area of Ontario, The Ontario Cancer Institute, Toronto, is responsible for this position but the program head would be based in Sudbury at the Laurentian Hospital. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. For further information contact: Dr. R.S. Bush, Director, Ontario Cancer Institute, 500 Sherbourne Street, Toronto, Ontario, Canada, M4X 1K9.

THE UNIVERSITY OF BRITISH COLUMBIA. Medicine. Ph.D. Radiophysicist, PET Program, UBC \$40,000/yr. Experienced in CT & PET imaging & quantitation data analysis, special reference cerebrovascular disease. In accordance with Canadian Immigration requirements, this ad is directed to Canadian citizens and permanent residents. Contact: Dr. V.P. Sweeney, Division of Neurology, UBC No. 222-2775 Heather St., VGH, Vancouver, B.C., V5Z 3J5, (604) 872-4646 prior to June 30, 1983.

UNIVERSITY OF BRITISH COLUMBIA. Medicine. The University of British Columbia, Pulmonary Division seeks an M.D. Respiratory Investigator. The position is at the Assistant Professor level and salary would be commensurate with the candidate's experience. The applicant should have completed or be eligible to complete specialty examinations in pulmonary disease. The position involves 70% research, 30% clinical and teaching responsibilities and the individual would be primarily located at the Health Sciences Centre Hospital. In accordance with Canadian Immigration requirements, preference will be given to qualified Canadian citizens and permanent residents. Please send applications with curriculum vitae and names of references to: Dr. Peter D. Pare, Head, Respiratory Division, University of British Columbia, St. Paul's Hospital, 1081 Burrard Street, Vancouver, B.C., V5Z 1Y6.

THE UNIVERSITY OF ALBERTA. Medicine. The University of Alberta, Department of Medicine, Division of Hematology invites applications for a position as senior scholar at the Associate Professor (\$35,420-51,658) rank. The successful candidate must have a Ph.D. or M.D. degree and have demonstrated the capacity for productive independent research in human bone marrow physiology, human leukemia virology and immunology of hematopoietic neoplasms. This position will be long-term and will be funded through an external agency but the incumbent will enjoy the privileges of the University academic rank at which the appointment is made. The granting of these awards is by competition and is made on the basis of excellence. Candidates should submit their curriculum vitae and names of three referees to: Dr. R.N. MacDonald, Division of Hematology, Department of Medicine, University of Alberta, Edmonton, Alberta. The closing date is June 30, 1983. The University of Alberta is an equal opportunity employer but in accordance with Canadian Immigration requirements, the advertisement is directed to Canadian citizens and permanent residents. If no suitable qualified Canadian is available, this position may be offered to citizens of other countries.

MUSIC

BRDCK UNIVERSITY. Department of Fine Arts, Division of Music. A nine month sessional or one year replacement to teach solo performance (piano) and piano pedagogy. Secondary area desirable in harpsichord, organ or voice/choral. Share teaching of music literature and materials of music. Advanced degree required. Send résumé and names of referees by July 1, to: Barry K. Grant, Chairman, Department of Fine Arts, Brock University, St. Catharines, Ontario, L2S 3A1. This position is subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BROCK UNIVERSITY. Department of Fine Arts, Division of Music. Applications are invited for a nine month sessional or one year temporary appointment at the rank of lecturer or assistant professor subject to budgetary approval. Areas of specialty: music history with a strong second interest in theory and/or choral music. Mus. B. required, Ph.D. preferred. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Application C.V. and the names of three references to: B.K. Grant, Chairman, Department of Fine Arts, Brock University, St. Catharines, Ontario, L2S 3A1, by July 1, 1983.

NURSING

THE UNIVERSITY OF ALBERTA. Faculty of Nursing. The University of Alberta offers challenging opportunities to participate in expansion of Basic (BScN) Program, Master of Nursing Program and expansion of nursing research program. Joint appointment with health care agencies in process of development. Four positions available and may be at Associate or Assistant Professor rank depending on qualifications. Doctoral degree preferred. Master's degree and relevant clinical experience required. Salary ranges: Associate Professor \$35,420 - \$51,658 and Assistant Professor \$27,720 - \$39,830. The University of Alberta is an equal opportunity employer. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Submit curriculum vitae and names of three references by June 30, 1983 to: Dr. Janette MacPhail, Dean, Faculty of Nursing, The University of Alberta, 3-118 Clinical Sciences Building, Edmonton, Alberta, T6G 2G3.

OCEANOGRAPHY

DALHOUSIE UNIVERSITY. Department of Oceanography, Benthic Ecologist. The Department of Oceanography, Dalhousie University invites applications for a grant-position as Research Associate. The appointment will take effect on August 1, 1983 for a 2-3 year period. Salary: \$20,000 to

\$25,000 per year. Applicants must possess a Ph.D in marine ecology, laboratory experience with flume tank and associated instruments, and field experience with animal-sediment relations, especially of melobenthos. The project involves a study of food reaching benthic animals and the nutritional values of natural detrital particles. Candidates should submit a letter of application, c.v. and the names of three referees to Prof. E.M. Mills, Department of Oceanography, Dalhousie University, Halifax, Nova Scotia, Canada B3H 4J1 before June 30, 1983. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

PHILOSOPHY

UNIVERSITY OF TORONTO, ERINDALE COLLEGE. Department of Philosophy. Applications are being accepted for the position of Assistant Professor, one year contractually-limited in the Department of Philosophy, Erindale College, University of Toronto. Must have Ph.D. or equivalent. Must be prepared to teach a variety of undergraduate courses. Specialization in recent Continental Philosophy. The salary is competitive. Applications including letters from at least three academic referees should be sent to: Dr. Frank Cunningham, Chairperson, Department of Philosophy, University of Toronto, Toronto, Ontario, Canada, M5S 1A1. Application deadline is June 30, 1983 with a July 1, 1983 appointment date. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

PHYSICS

UNIVERSITE D'OTTAWA. Département de physique. Le Département de Physique de l'Université d'Ottawa annonce un poste vacant de professeur adjoint pouvant mener à la permanence à compter du 1er septembre 1983. La préférence pour le poste sera donnée à un candidat désirant établir un programme de recherches de haute qualité en physique de la matière condensée. Il sera préférable que le candidat possèse les débuts enseignants français et anglais; cependant il devra s'engager à acquérir la compétence linguistique voulue avant le fin du contrat initial de deux ans. Le salaire minimum pour un professeur adjoint est de \$26,000. Les candidats sont invités à soumettre leur curriculum vitae et les noms et adresses des trois répondants avant le 1er juillet 1983 au: Dr. Marcel LeBlanc, Directeur, Département de Physique, Université d'Ottawa, Ottawa, Ontario, K1N 9B4. En conformité avec les exigences de l'immigration canadienne, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents.

UNIVERSITY OF OTTAWA. Physics Department. The Physics Department at the University of Ottawa invites applications for a tenure-track appointment at the assistant professor rank starting September 1, 1983. Preference will be given to candidates who can establish a research program of high calibre in condensed matter physics. Candidates capable of lecturing in both official languages will be given preference; however, candidates committed to attaining this proficiency before the end of the initial two-year appointment will also be considered. The salary floor for Assistant Professor is \$26,000. Applications with curriculum vitae and names and addresses of three referees should be forwarded before July 1, 1983 to: Dr. Marcel LeBlanc, Chairman, Department of Physics, University of Ottawa, Ottawa, Ontario, K1N 9B4. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO. Physics. The Department of Physics is offering several postdoctoral fellowships for research work in the areas of experimental and theoretical solid state physics, biophysics, atomic and molecular physics, surface physics, energy conversion and storage. The fellowships are for a period of 1 year and are renewable for a second year by mutual agreement. Some teaching duties may be arranged. A brochure outlining current research programs will be sent on request.

Applicants should send a résumé and names of three references to Prof. F.W. Boswell, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO, ERINDALE COLLEGE. Department of Physics. Contractually Limited Term Appointment. A CLTA position is available commencing August 1, 1983, for one, and possibly two years, in the Department of Physics at the Erindale Campus of the University of Toronto. Duties include teaching one full-time course, including teaching of two undergraduate courses during the academic term (September-May) and revision and upgrading of undergraduate laboratories during the summer. Salary is negotiable but will be in the range equivalent to an Assistant Professorship. Anticipated salary floor for Assistant Professor effective July 1, 1983 is expected to be \$25,410. Closing date for applications is June 30, 1983. Consideration will also be given to applications from Research Associates, with teaching duties shared between two Associates. Qualifications include a Ph.D. in Physics and some undergraduate teaching experience. Send résumé to: Professor R.M. Ferquhar, Department of Physics, Erindale Campus, University of Toronto, Mississauga Road, Mississauga, Ontario, L5L 1C6. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO, ERINDALE COLLEGE. Department of Physics. Postdoctoral Fellowship or Research Associationship in Geophysics. Salary: PDF: \$16,500 - \$19,500 depending on experience; Research Associate (more than 2 years from Ph.D.), minimum \$19,500. Duration: 1 year from July 1, 1983; renewable for a second year if funding permits. The successful candidate will be responsible for teaching a third-year undergraduate half-course in Physics of the Earth and will carry on research in Precambrian paleomagnetism and/or chemical remanent magnetization. Qualifications: Ph.D. in paleomagnetism or rock magnetism and at least one year's lecturing experience. For appointment as a Research Associate, two or more years' experience in paleomagnetic research beyond the Ph.D. is required. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Application deadline is June 30, 1983. Send curriculum vitae and the names of three referees to: Dr. D.J. Dunlop, Erindale College, 3359 Mississauga Road North, Mississauga, Ontario, Canada, L5L 1C6.

PHYSIOLOGY

UNIVERSITY OF OTTAWA. Physiology. Assistant Professor term appointment renewable, and may become a career position, will provide for promotion. Salary range could also include scientists who already have some experience at this rank. Areas of particular (but not exclusive) interest to the department are muscle, blood, gastrointestinal, cardiovascular and pulmonary, endocrine, and neurophysiology. This is primarily a research position to generate his/her own research projects. In co-operation with other members of an already established group interested in physiological questions associated with effects of ionizing radiation. This advertisement is directed to Canadian citizens and permanent residents. Respond with CV and names of two references by July 20, 1983 to: Chairman, Dept. of Physiology, School of Medicine, Univ. of Ottawa, Ottawa, Ontario, K1H 8M5.

PSYCHOLOGY

UNIVERSITY OF GUELPH. Psychology. The Department of Psychology, University of Guelph is seeking a one-year contractually limited appointment (sabbatical replacement) commencing September 1983. Duties will include teaching introductory courses in social psychology and personality theories as well as a graduate course in field research techniques and/or program evaluation. Applications including cur-

riculum vitae and three letters of reference should be sent to Dr. Michael L. Matthews, Chairman, Department of Psychology, University of Guelph, Guelph, Ontario, N1G 2W1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Subject to final budgetary approval.

UNIVERSITY OF PRINCE EDWARD ISLAND. Psychology. Applications are invited for a term appointment in Experimental Psychology. Rank and salary will commensurate with qualifications and experience. Candidates should have a strong commitment to undergraduate teaching, a broad range of academic interests and should be able to teach at least several of the following: general psychology, learning, physiological sensory processes and statistics. Salary will be subject to final budgetary approval. Send complete curriculum vitae, and three letters of reference to: Dr. Donald Mazer, Chairman, Department of Psychology, University of Prince Edward Island, Charlottetown, Prince Edward Island, C1A 4P3. Position effective September 1983. Closing date for applications when position is filled. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

QUEEN'S UNIVERSITY AT KINGSTON, ONTARIO. Psychology. Applications are invited for a replacement position (up to three years) at the Assistant Professor level in Clinical Psychology. Preference will be given to applicants with a specialized knowledge of multivariate statistics and the capacity to relate this experience to clinical research problems in fields such as epidemiological research, but application from candidates with other interests will also be welcome. Capacity and earnestness to participate in the research of graduate students is essential. Current government regulations require that Canadian citizens and landed immigrants be given preference. Candidates of both sexes are equally encouraged to apply and salary is negotiable. Appointment will commence on September 1st, 1983. Applications with vitae, representative publications, and at least three letters of recommendation are to be sent to: Dr. W.L. Marshall, Chairperson, Clinical Training, Department of Psychology, Queen's University, Kingston, Ontario, K7L 3N6, Canada.

UNIVERSITY OF WINNIPEG. Psychology. Rank open. Social Psychology, Department of Psychology, University of Winnipeg. Applications are invited for a one year sessional position with a starting date of September, 1983. Ph.D. or All But Dissertation status required. The successful candidate will be expected to teach the equivalent of three full courses during the academic year. Salary is competitive. Preference will be given to applicants who are eligible for employment in Canada at the time of application. Applicant should send a curriculum vitae and three letters of reference to: Dr. Hilary Lips, Department of Psychology, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF NEW BRUNSWICK. Department of Psychology. Position in Clinical Psychology. The Department of Psychology at the University of New Brunswick announces a possible tenure-track position at the Assistant Professor level in Clinical Psychology. This appointment is subject to budgetary approval. Salary is commensurate with experience and competitive. The successful candidate is expected to teach both undergraduate and graduate level courses in Clinical Applied areas, and to be prepared to provide direct supervision in relevant skills courses end for research theses at the graduate level. The applicants should have the doctorate in Clinical Psychology, a formal internship, a strong commitment to clinical education, and an active research program. The department operates a vigorous MA program, both experimental and applied, and now offers the Ph.D. in either format. Its focus is based on the scientist-practitioner model and seeks to cultivate both research and professional skills. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send vitae, copies of publications, and letters to: Dr. H.H. Mikaelian, Chairman, Department of Psychology, University of New Brunswick,

Bag Service No. 45555, Fredericton, N.B., E3B 6E5.

QUEEN'S UNIVERSITY AT KINGSTON, ONTARIO. Psychology. Postdoctoral position available from September, 1983 for Physiology, Anatomy or Psychology Ph.D. In general area of vision research. Ongoing projects include single unit electrophysiological, anatomical and behavioural studies of visual systems of birds and mammals. Image processing computer available for quantifying ¹⁴C2DG autoradiographs and other anatomical data, and for the control of complex stimulus patterns. Experience with anatomical or physiological techniques desirable. Send curriculum vitae and two letters of reference to: Dr. B.J. Frost, Department of Psychology, Queen's University, Kingston, Ontario, Canada, K7L 3N6.

BRANDON UNIVERSITY. Department of Psychology. Term Appointment. One year term appointment in Department of Psychology. Assistant Professor. Ph.D. preferred, or have completed all course work toward the degree. Normal teaching load: 3 full courses term. Introduction to Physiology, Psychological Psychology OR Environmental Psychology. Successful applicant will have access to departmental research facilities including electrophysiology and operant laboratories. Salary depending upon qualifications and experience. Current floor for Assistant Professor is \$24,000 (under negotiation). Application, with curriculum vitae and names and addresses of three referees should be made to: Dr. J. M. McLean, Department of Psychology, Brandon University, Brandon, Manitoba, R7A 6A9. Effective September 1st, 1983. Deadline is June 30, 1983 or until position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

RECREATION

UNIVERSITY OF WINNIPEG. Department of Recreation and Athletic Studies. Applications are invited for a position at the rank of lecturer or assistant professor to commence September 1, 1983 (subject to budget approval). Master's degree minimum. Duties will include teaching selected courses from the undergraduate program in Recreation Studies. These courses include Outdoor Recreation, Land Use Management and Planning Seminar in Recreation and Leisure, and Recreation for Special Groups. Administrative duties may be assigned as required. Salary commensurate with qualifications and experience. Applications together with a full curriculum vitae and three letters of reference should be sent to: Thomas J. Kendall, Acting Coordinator, Recreation and Athletic Studies, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

RELIGIOUS STUDIES

UNIVERSITY OF ALBERTA. Religious Studies. Full-time Sessional Lecturer in Judaic Tradition/Old Testament for September 1983. Requirements: Ph.D. and some teaching experience. Salary \$19,800. Applications together with curriculum vitae and names of three referees to be sent to Dr. D. Pritchard, Chairman, Dept. of Religious Studies, University of Alberta, Edmonton, Alberta, T6G 2E5. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA. Religious Studies. Assistant Professor of Judaic Studies effective July 1/84. Requirements include Ph.D. and some teaching experience. Minimum salary (\$8/83) \$27,720. Applications together with curriculum vitae and names of three referees to be sent to Dr. D. Pritchard, Chairman, Dept. of Religious Studies, University of Alberta, Edmonton, Alta, T6G 2E5. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA. Religious Studies. Full-time Sessional Lecturer in Christian Tradition/New Testament for September 1983. Requirements: Ph.D. and

some teaching experience. Salary: \$19,800. Applications together with curriculum vitae and names of three referees to be sent to Dr. D. Prithipaul, Chairman, Dept. of Religious Studies, University of Alberta, Edmonton, Alberta, T6G 2E5. In accordance with Imm. Canada requirements this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA. Religious Studies. Sessional Lecturer in Hebrew Language & Literature for September 1983. Preter Ph.D. in Hebrew Studies and some teaching experience. Applications together with curriculum vitae and names of three referees to be sent to Dr. D. Prithipaul, Chairman, Dept. of Religious Studies, University of Alberta, Edmonton, Alberta, T6G 2E5. In accordance with Imm. Canada requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA. Religious Studies. Sessional Lecturer in Arabic Language & Literature for September 1983. Preter Ph.D. in Arabic Studies and some teaching experience. Applications together with curriculum vitae and names of three referees to be sent to Dr. D. Prithipaul, Chairman, Dept. of Religious Studies, University of Alberta, Edmonton, Alberta, T6G 2E5. In accordance with Imm. Canada requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WINDSOR. Department of Religious Studies, Windsor, Ontario, Canada, N9B 3P4, announces two openings: A limited term appointment (subject to budgetary approval) which may become a tenure-track position. In Christian Ethics and Theology effective July 1, 1983, at the Assistant Professor rank. Introductory and advanced undergraduate and M.A. level graduate courses with a primary focus on ethics. Competence to teach in the area of medical ethics desirable. Doctorate required. A tenure-track position in Biblical Studies effective July 1, 1984, at Assistant Professor rank. Introductory courses in Old and New Testament and advanced undergraduate and M.A. level graduate courses in area of specialization. Doctorate required. Applications with curriculum vitae should be sent to Departmental Chairman. Both positions assume successful candidates will pursue research and publication. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

EMMANUEL COLLEGE. Theology. Applications are invited for an appointment in Church History in Emmanuel College, a theological college of the United Church of Canada, a member college of the Toronto School of Theology. A doctoral degree is required; specialization in Reformation and/or Canadian Church History is desirable. Rank and salary commensurate with qualifications. Vacancy: July 1, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including a detailed curriculum vitae should be sent by September 30, 1983 to the Chairman of the Appointments Committee, Emmanuel College, 75 Queen's Park Crescent, Toronto, Ontario, M5S 1K7.

SOCIAL SCIENCE

UNIVERSITY OF GUELPH. College of Social Science. Winegard Visiting Professors. The College of Social Science at the University of Guelph invites established scholars to apply for Winegard Visiting Professorships for 1983-84. These professorships are financed by the Alma Mater Fund. Length of visit may vary from a few months to a full year and remuneration will vary accordingly up to \$15,000. Such an appointment may be an alternative arrangement during a sabbatical leave period, for retired or retired scholars. A Winegard Visiting Professor will be expected to participate in the academic life of the College (e.g. research and workshops, guest lecture or seminar) and to give one or more public lectures; there will be no responsibility in terms of a regular teaching assignment. Preference will be given to candidates with interests in at least two of the disciplines represented within the College (economics, geography, political science, psychology, sociology and anthropology). Please address correspondence to: John Vanderkamp, Dean,

College of Social Science, University of Guelph, Guelph, Ontario, N1G 2W1, Canada.

SOCIOLOGY

UNIVERSITY OF TORONTO ERINDALE COLLEGE. Sociology. Title of Position: Assistant Professor. Tenure-stream appointment. At Erindale College, University of Toronto. Qualifications required: Ph.D. in Sociology. Candidate must have teaching experience and some publications in the areas of social theory and theory construction. Additional interests preferred in one of the following substantive areas: small group interaction, crime and deviance. Nature of duties: Teach basic undergraduate core course and graduate seminar in theory and theory construction, plus one course in either small group interaction or crime and deviance. Salary offered: Under review. Person with complete address to whom inquiries should be sent: C.V. and three letters of reference should be sent to Professor Bernd Baldus, Acting Chairman, Department of Sociology, University of Toronto, 563 Spadina Avenue, Toronto, Ontario, MSS 1A1. Effective date of appointment: As early as July 1, 1983 or no later than Jan. 1, 1984. Closing date: June 30, 1983. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THEATRE

UNIVERSITY OF VICTORIA. Theatre. Faculty position in theatre — the following position is available subject to funding: Rank: lecturer. Qualifications: Candidates must be able to teach basic rudiments of acting and voice. Teaching experience at the post-secondary level preferred; professional experience desirable. Duties: To teach three sections of first-year acting at theatre 120/121, total teaching time 18 hours. Salary: Commensurate with University of Victoria scale. Appointment Date: September, 1983 to April, 1984. Applications Deadline: 30 June, 1983. Apply to: Carl Hare, Chairman, Theatre Department, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. Please send C.V. and the names of three references. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

URBAN AND REGIONAL PLANNING

QUEEN'S UNIVERSITY. School of Urban and Regional Planning. Queen's University School of Urban and Regional Planning requires a faculty member for a tenure-track appointment at the Assistant or beginning Associate Professor level, to fill out its range of teaching and research skills. Persons with a competence in the area of analytic skills and quantitative methods as these apply to urban and regional planning situations are of particular interest. Demonstrated teaching and research effectiveness and professional planning involvement will be looked for in applicants. A Ph.D. in planning is preferred, applicants with comparable qualifications including at least a post-graduate degree in planning will be considered. The School is a small (45 students) post-graduate operation which encourages personal research and professional involvement. Candidates of both sexes are equally encouraged to apply. Preference will be given to Canadians and landed immigrants. Salary commensurate with qualifications. We would prefer to fill this position by August 1, 1983, but a later starting date is negotiable. Please submit vitae, copies of transcripts, and the names of at least three persons who may be asked to provide letters of reference by June 30, 1983 to Dr. Gerald Hodge, Director, School of Urban and Regional Planning, Queen's University, Kingston, Ontario, K7L 3N6.

FACULTY EXCHANGE CENTRE

THE FACULTY EXCHANGE CENTRE, non-

profit, faculty administered, helps arrange teaching and/or housing exchanges within North America and overseas. For details send self-addressed envelope and two postal coupons to 952 Virginia Avenue, Lancaster, Pennsylvania, U.S.A., 17603.

ACCOMMODATION

TORONTO/VANCOUVER SWAP. August 83 only, I offer upper duplex in Toronto, Beaches, for similar home in Vancouver. Car exchange possible. (416) 698-5946. **SABBATICAL HOUSE FOR RENT.** Waterloo, Ontario, close to universities. Split-level house, 3 bedrooms plus study. Ground floor family room with fireplace. Fully furnished, including all linens. Available academic year 1983/84 (September-June). \$475.00 per month, plus utilities. Substantial discount for family willing to look after our cat and dog. Tel. (519) 886-7813 (Home) or (519) 884-1970 ext. 503 (Office).

VICTORIAN COTTAGE. Oxford, Furnished, equipped, modernized, 2-3 bedrooms, 20 minute walk to city centre, \$550/mo. Aug. '83 - July '84. Call Ron Shirliff 416-923-7834; write C. Dowler, 3 Stewart St., Oxford, U.K.

S. WARWICKSHIRE, ENGLAND. Leicester.

Two-bedroom furnished flat; 3/12 acre ornamental garden; near Stratford-upon-Avon, Birmingham, Coventry; one hour from Oxford. Ideal for sabbatical/summer let. £165 per month inclusive of rates. Photo on request.

LATE ADS

TECHNICAL UNIVERSITY OF NOVA SCOTIA. Department of Civil Engineering. Applications are invited for a tenure-track faculty position in the field of Construction Planning, Construction Management, Building Construction and Engineering Materials. The successful applicant will be expected to teach undergraduate and graduate courses, and to develop research programs. It is desirable that the candidate, in addition to possessing the necessary academic qualifications, has applicable experience in the construction industry. Salary and rank are dependent upon the qualifications and experience. The appointment is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including résumé and names of three references, should be sent to Dr. D.H. Waller, Head, Department of Civil Engineering, Technical University of Nova Scotia, P.O. Box 1000, Halifax, Nova Scotia, B3J 2X4.

TECHNICAL UNIVERSITY OF NOVA SCOTIA. Department of Civil Engineering. Applications are invited for two visiting professor positions for period up to 12 months, one in Water Resources (Lake and Watershed Studies) and the other in Structural Engineering (Timber Structures). A doctorate degree or equivalent and research or industrial experience in the respective areas of specialization are required. Duties will include active participation in the research programs. The appointment date is expected to be September 1983 or soon thereafter. The positions are subject to budgetary approval. Applications, including curriculum vitae and names of three references, should be addressed to: Dr. D.H. Waller, Head, Department of Civil Engineering, Technical University of Nova Scotia, P.O. Box 1000, Halifax, Nova Scotia, Canada, B3J 2X4.

UNIVERSITY OF NEW BRUNSWICK. SAINT JOHN CAMPUS. Business Administration. Applications are invited for two tenure-track positions in the Division of Administration; one in Marketing and the other in Organizational Behaviour (preferably with specialization in Personnel and/or Industrial Relations). Applicants should have a Ph.D. or a Ph.D. in progress (a term appointment might be considered for an individual with lesser qualifications). Duties include teaching at the undergraduate level and research. Salaries are competitive. Applicants should send their C.V. and the names of three references to Dr. I.F. MacKenzie, Dean of Faculty, Saint John Campus of the University of New Brunswick, Saint John, N.B. E2L 4L5. Applications will be accepted until the positions are filled.

ACCOMMODATION. Rent or Exchange (in Toronto Area). Four bedroom house, furnished or unfurnished in Beaconsfield near Montreal. June 1, 1983 to approximately May 31, 1984. Phone 514-879-4243 or 514-695-0164.

UNIVERSITY OF TORONTO. Chemistry. Postdoctoral position available in synthetic organometallic chemistry starting around Sept., 1983. Research centres on transition metal hydride and dinitrogen complexes: their photochemistry and use as homogeneous catalysts. Yearly salary is \$18,000. Send curriculum vitae and names of two referees to: Professor Robert H. Morris, Department of Chemistry, University of Toronto, 80 George Street, Toronto, Ontario, M5S 1A1.

SIMON FRASER UNIVERSITY. Department of History. Applications are invited for a one-semester visiting appointment, January 1, 1984 to April 30, 1984, to teach one course on the Islamic Tradition and a second on Byzantium or Medieval Europe, at a salary of \$11,525 for the semester. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and the names of three referees to Professor Hugh Johnston, Department of History, Simon Fraser University, Burnaby, B.C. V5A 1S6.

MCMASTER UNIVERSITY. Faculty Position in Pathology. The Department of Pathology invites applications at a level of Assistant Professor. Candidates should have a broad training in lipid metabolism and relation to atherosclerosis, and in protein interaction with the normal and altered arterial wall. Preference will be given to those with expertise in lipoprotein metabolism and structural proteins of the vessel wall. Applications, including curriculum vitae should be submitted to Dr. John Blenstock, Chairman, Department of Pathology, Room 2N16, Health Sciences Centre, McMaster University, 1200 Main Street West, Hamilton, Ontario, L8N 3Z5.

YORK UNIVERSITY. Department of Chemistry. Applications are invited for the position of Research Associate at an annual salary of approximately \$16,000 plus benefits. The appointment is initially for a twelve month period. Candidates must have a Ph.D. in Chemistry or the equivalent, and several years experience covering the following: quadrupole mass spectrometry, gas-phase ion chemistry, and chemical kinetics. Applications should be sent to Dr. D.W. Bunn, Chemistry Department, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3, 416-667-3852. In accordance with Canadian immigration requirements, this announcement is directed towards Canadian citizens and permanent residents.

UNIVERSITY OF MANITOBA. Arts. Netw Studies. Applications are invited for possibly two academic positions, subject to budgetary approval. Rank to depend on applicant's qualifications. Candidates should have a Ph.D. or Master's degree, competence in one or more of the following areas: Native contemporary Native issues, Native organizations, social sciences, Knowledge of Cree and/or Ojibway an important asset. A successful candidate may be considered for the headship of the Department. Applications are closed when positions are filled. Send applications with curriculum vitae and names of three references to: Prof. Stanley Cuthand, Acting Head, Dept. of Native Studies, University of Manitoba, 533 Fletcher Argue Bldg., Winnipeg, Man., R3T 2N2, (204) 474-9266. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF NEW BRUNSWICK. Department of Electrical Engineering. Applications are invited for faculty positions beginning July 1, 1983 or when the position is filled, in the Department of Electrical Engineering, University of New Brunswick, Fredericton Campus. Candidates should have an interest in graduate and undergraduate teaching in digital systems/computer engineering and power/control systems with emphasis on microprocessor applications and a strong research capability in related areas. The Department has a full-time faculty of 15 members, an undergraduate enrollment of 300 and a B.Sc. program with options in electronics, communications and fields, power apparatus and systems, control and computer engineering, in addition there are 30 graduate students working in the above

areas. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Résumé and the names of three referees should be sent to: Dean of Engineering, University of New Brunswick, P.O. Box 4400, Fredericton, N.B. Canada, E3B 5A3.

THE UNIVERSITY OF NEW BRUNSWICK. Anthropology. The Department of Anthropology invites applications for a possible tenure track position in Social/Cultural Anthropology. It will be filled at the rank of Assistant Professor July 1, 1983. Applicants must possess a Ph.D. or its equivalent, have experience teaching at University level, and specialize in Melanesian/Social/Cultural research. In addition to teaching in one area of specialization, the successful candidate must be able to teach Physical Anthropology and Archaeology at Introductory level. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens or permanent residents. The position available subject to budgetary approval. Interested applicants should forward a vita, three letters of reference and selected publications to Dr. William Dalton, Chairman, Department of Anthropology, University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3. Closing date for receipt of applications is June 30, 1983.

UNIVERSITY OF MANITOBA. Interior Design. Applications are invited for an不定期 term appointment as Lecturer or Assistant Professor in Interior Design, commencing August 1, 1983. Applicants are required to have a degree in Interior Design or related discipline, accompanied by professional work experience. Salary and rank commensurate with qualifications and experience. Duties would include lecture course work and studio instruction. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please forward curriculum vitae, and names of three references to: Professor Michael Cox, Department of Interior Design, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Closing date: July 1, 1983.

DAVID THOMPSON UNIVERSITY CENTRE. Art History/Gallery Position. The University of Victoria invites applications for a three-quarters position in the Art History/Gallery Curatorial areas at the D.T.U.C., Nelson, B.C. Duties will include teaching modern art history and art theory as well as assisting in curating exhibitions for a small teaching/community gallery. Successful candidates must be accredited by the

University of Victoria History in Art Department. Ph.D. or candidacy in art history as well as gallery experience preferred. Applicants should have an interest in working in an interdisciplinary environment in a small community. Salary range from \$18,000-\$20,000 depending on qualifications and experience, subject to funding approval. Effective starting date August 1, 1983. Application deadline, June 30. Contact R. Gomez, Chairman, Visual Arts Dept., David Thompson University Centre, 820 Tenth Street, Nelson, B.C. V1L 3C7.

THE UNIVERSITY OF ALBERTA. Medicine/Bacteriology. The University of Alberta, Neurovirology Unit in the Department of Medicine and Bacteriology invites applications for a position as Research Scholar or Assistant/Associate Professor (\$23,200-\$41,820; \$20-\$33,658) rank. The successful candidate must hold a Ph.D. M.D. Preference will be given to investigators who have recently completed post-doctoral training or hold a research position with experience in molecular virology with expertise in genetic cloning, immunovirology and/or protein biochemistry. The successful candidate will have the responsibility to establish an independent dynamic research program. The position will be funded through an external agency, but the incumbent will enjoy the privileges of the University academic rank at which the appointment is made. The granting of these awards is by competition and made on the basis of excellence. Candidates should forward their curriculum vitae, outlines of their research interests, and names of three references to Dr. David J. Tyrrell, Division of Infectious Diseases, 7-117 Clinical Sciences Building, University of Alberta, Edmonton, Alberta, T6G 2G3. The closing date is July 15, 1983. The University of Alberta is an equal opportunity employer, but in accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Please forward curriculum vitae, and names of three references to: Professor Michael Cox, Department of Interior Design, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Closing date: July 1, 1983.

UNIVERSITY OF MANITOBA. Food Science.

Applications are invited for a food scientist position; this is a full-time, tenure track appointment at the assistant/associate professor level. The applicant must have experience in either food chemistry or food engineering with particular emphasis on analytical chemistry or process engineering as applied to foods of plant origin. The successful candidate will be expected to carry out both teaching and research activities compatible with departmental objectives. The University encourages both women and men to apply for this position. In accordance with Canadian Immigration regulations, this position is directed to Canadian citizens and permanent residents. Please forward curriculum vitae, and names of three references to: Dr. A.V. Olson, Chairman, Department of Communication and Social Foundations, Faculty of Education, Univer-

City of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2. Effective Date: September 1, 1983. Closing Date: June 30, 1983. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF MANITOBA. Psychiatry.

The University of Manitoba invites applications for faculty positions with appointment at its mental health hospitals and in its proposed provincial units and provincial facilities. These appointments offer major clinical and academic opportunities in child, adolescent, adult, geriatric, and consultation-liaison psychiatry. They offer substantial opportunities for academic and professional growth and development. The department's teaching hospitals are the province's principal referral institutions for psychiatric problems and they offer a comprehensive range of teaching, therapeutic, and research activities. Applicants must have an interest in contributing to the department with established teaching and research activities. Opportunities are available in a number of clinical and research settings. Salary and rank commensurate with experience and qualifications. Both men and women are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF MANITOBA. Department of Geological Engineering.

Head, Applications are invited for the position of Head of the Department of Geological Engineering at the University of Manitoba. The Department is a young, growing one and flexibility exists regarding technical emphasis within it. Hence, applications are encouraged from individuals with established reputation and extensive experience in mineral, hydrocarbon or groundwater resource development; identification and treatment of geological hazards; terrain analysis and land use; engineering applications of rock mechanics, or other combinations of the geo-sciences and engineering. The position carries a tenure-stream appointment at the rank of Associate Professor or Professor. The successful candidate should hold a Ph.D. degree, with at least one degree in Geological Engineering. Position to be filled by July 15, 1983, or as soon as possible thereafter. Both men and women are encouraged to apply. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Curriculum vitae and names of three references should be sent to: Dean E. Kufel, Faculty of Engineering, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

City of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2. Effective Date: September 1, 1983. Closing Date: June 30, 1983. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. History. Department of History, Faculty of Art, York University, invites applications for a 2 year contractually limited appointment leave replacement at the rank of assistant professor for the academic years 1983-84 and 1984-85. Ph.D. required and teaching experience and some publications desired. Undergraduate teaching responsibilities in American history, including lecturing a first year course on the American Civil War in the fall-winter term (September to April) and the course directorship of the American survey in the winter-summer session (February to June). Salary dependent on qualifications and experience. Applications, including a curriculum vitae and the names of three referees, should be sent to: Professor Susan E. Houston, Chairman, Department of History, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3 by June 30, 1983. In accordance with Canadian Immigration regulations this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF MANITOBA. Department of Psychology.

The University of Manitoba invites applications for faculty positions with appointment at its mental health hospitals and in its proposed provincial units and provincial facilities. These appointments offer major clinical and academic opportunities in child, adolescent, adult, geriatric, and consultation-liaison psychiatry. They offer substantial opportunities for academic and professional growth and development. The department's teaching hospitals are the province's principal referral institutions for psychiatric problems and they offer a comprehensive range of teaching, therapeutic, and research activities. Applicants must have an interest in contributing to the department with established teaching and research activities. Opportunities are available in a number of clinical and research settings. Salary and rank commensurate with experience and qualifications. Both men and women are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF MANITOBA. Department of Psychology.

Professor, Head, Applications are invited for the position of Head of the Department of Psychological Engineering at the University of Manitoba. The Department is a young, growing one and flexibility exists regarding technical emphasis within it. Hence, applications are encouraged from individuals with established reputation and extensive experience in mineral, hydrocarbon or groundwater resource development; identification and treatment of geological hazards; terrain analysis and land use; engineering applications of rock mechanics, or other combinations of the geo-sciences and engineering. The position carries a tenure-stream appointment at the rank of Associate Professor or Professor. The successful candidate should hold a Ph.D. degree, with at least one degree in Geological Engineering. Position to be filled by July 15, 1983, or as soon as possible thereafter. Both men and women are encouraged to apply. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Curriculum vitae and names of three references should be sent to: Dean E. Kufel, Faculty of Engineering, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

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BETWEEN: (Round Trip)	(Varies according to Eastbound departure date)
Toronto/London	CDN.\$ 678.00 - 818.00
Montreal/London	678.00 - 818.00
Vancouver/London	888.00 - 1,018.00

* Subject to advance booking and cancellation penalties. Does not include \$12.50 per person Canadian Transportation Tax. All fares subject to change without notice.

† Some restrictions regarding family members do apply on certain fares.

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Model Clause: Non Discrimination

In the 1979 annual report of the Canadian Human Rights Commission, two proposals were made to Parliament in respect of new proscribed grounds of discrimination: mental illness which does not incapacitate a person from performing the duties of his/her job, and a previous history of dependence on alcohol or other drugs. It has been proposed that the CAUT model clause be amended to incorporate these new prohibitions on discrimination.

Although few would disagree that there should be no discrimination on bases as irrelevant as these to the performance of employment obligations, the proposal to increase the prohibited grounds for discrimination raises, by way of breaking the camel's back, some critical issues. There are now 19 separate prohibited bases of discrimination in the model clause (a conservative count; the more creative readers of conjunctives and disjunctives could increase the number easily), and the nature of the proposed additions makes it clear that the clause is almost infinitely expandable to respond to perceived new dangers.

What strikes the reader almost immediately is that the CAUT model clause protects a heterogeneous collection of "differences". On the one hand, it includes such vital aspects of pluralistic society as race, creed, colour, ancestry, national origin, political or religious affiliation, sex, sexual orientation, marital status, family relationship, lifestyle and clerical/lay status, matters which should never be relevant to considerations relating to employment. It would be entirely inimical to the nature of an academic community to countenance any discrimination whatsoever on these grounds, yet all of them have engendered discrimination often enough that an absolute prohibition is essential.

On the next level, the listed grounds of discrimination includes some which seem to be less absolute. The clause forbids discrimination on the grounds of language, for example, but accepts a qualification in respect of employment situations where language competence is essential to the required duties. There is a similar exemption in the prohibition of discrimination on the basis of physical handicap. And, though there is no direct statement to that effect, one could readily identify unacceptable exercises of the right to an unfettered choice of place of residence.

There are two disadvantages to this all-in approach to anti-discrimination provisions. The first is that the list, as it becomes exhausting, will be taken to be exhaustive; novel irrationality could be permitted to escape merely because no one had thought expressly to prohibit discrimination on the basis of astrological sign. The second is that the "bona fide" occupational qualification" infection, which is arguably applicable to some of our prohibited grounds, will begin to spread to prohibitions which should remain absolute. Limitations on the physical handicap protection might be admissible in Physical Education departments, for example, but not similar "occupational qualifications" exceptions in such departments to the prohibitions on discrimination related to sex or sexual orientation.

A review of the excerpts from the Canadian Human Rights Commission 1979 Report indicates that the proposed additions to the model clause are of yet a different kind. In respect of the mental illness protection, the Report says:

While some forms of mental illness can be totally incapacitating, many sufferers from mental illness are capable of participation in the life of the community. Many forms of mental illness respond extremely well to drugs and other forms of therapy. Persons tend to be judged by employers and other people making decisions about them, however, on the basis of an idea of what their illness entails and not on the basis of their actual condition. Human rights principles would suggest, on the other hand, that reasonable accommodation should be made for people who are competent to carry out given responsibilities. Again under this ground, the establishment of a bona fide occupational requirement would protect employers against complaints of discrimination in cases where particular qualities were required for the job.

This recommendation contains three separate elements which qualify the protection proposed: the necessity for individual and objective consideration, the exemption of *bona fide* occupational requirement from the prohibition, and the need for reasonable accommodation. It is the last of these which sets this kind of protection apart. The affirmative requirement for reasonable accommodation is essential to the protection of some kinds of anti-discrimination interests, yet this matter is left untouched in the present clause where it is most needed, in respect of physical handicap. Any provision adopting this recommendation, therefore, ought to include a duty of reasonable accommodation, and ought to be merged with the physical handicap protection.

In respect of a previous history of drug abuse, the 1979 CHRC report says:

Persons having a previous history of mental illness or a previous history of alcoholism frequently encounter great difficulties in obtaining employment. Their past problems may have caused them to have a poor work history, which is held against them even though they are now rehabilitated and competent to assume responsibilities. Discriminatory attitudes therefore cause them to be denied opportunities. We consider that persons should be evaluated on the basis of their present condition and prognosis, and not on the basis of their previous history.

Again, this recommendation contains novel factors. Its implementation requires both a theory of addiction that admits of absolute "cure", and a willingness to ignore an objectively unacceptable past record as "cured" with the addiction and referable only to its

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Applications are invited for a one year sabbatical replacement position as Assistant Professor in the Department of French on the Fredericton campus, of the University of New Brunswick. Preference will be given to candidates holding a Ph.D. in the field of French (or applied) linguistics or a language didactics (French); they should have a native or near-native command of French together with experience in teaching French as a second language at the university level. The position involves teaching language intensive courses in French at the freshman and sophomore levels. The 1982-83 salary range is \$22,000-\$32,000. A copy of application including a full curriculum vitae and names of three referees should be sent to: Professor Robert Whalen, Chairman, Department of French, University of New Brunswick, Box Service No. 45555, Fredericton, N.B. E3B 6E5. The appointment begins on July 1, 1983 with closing date for competition declared when position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

debilitating effects. It thus includes an element of forgiveness, an affirmative obligation similar to the "reasonable accommodation" doctrine discussed above.

Simply to lump these new protections with the present array of prohibited grounds would dilute the absolute nature of some of the traditional provisions while ignoring the positive requirements of the new additions. The solution is to divide our non-discrimination clause into a series of different protections, according to the degree of absoluteness required and the correlative limitations or obligations required. The new model clause which follows is suitable in all provinces, but it will be necessary in the Province of Ontario to consider carefully the new remedial provisions of the Ontario Human Rights Code, 1980. While the model clause has been drafted to fit within the language of the new legislation, that language is particularly unclear and will require elaboration. As decided cases on handicap become available, the model clause provision may have to be reviewed.

Finally, the requirements of human rights legislation in respect of compulsory retirement differ from province to province, and will have to be taken into consideration.

Model Clause on Discrimination

The parties agree that there shall be no discrimination, interference, restriction or coercion exercised with respect to any employee in regard to any matter including salaries, rank, appointment, promotion, tenure, permanency*, reappointment, dismissal, sabbatical leave, employee benefits, or any other terms and conditions of employment except for such reasonable distinction, exclusion, limitation or protection as may be imposed in good faith to meet the objective requirements of employment. Without limiting the generality of the foregoing:

1. No discrimination, interference, restriction or coercion shall be exercised by reason of race, creed, colour, ancestry, citizenship**, ethnic or national origin, political or religious affiliation, belief or practice, sex, sexual orientation, marital status, family relationship***, personal or social lifestyle or behaviour, age, or membership or activity in a faculty association.

* or whatever term is used to describe permanency for librarians.

** Note Clause 1 of the Guidelines on Canadianization and the University: "For the purpose of these guidelines, a person who, on the date of application for a university post, is a landed immigrant or holds a ministerial permit as a consequence of being a refugee or of being prohibited from applying for landed immigrant status should not be distinguished from Canadian applicants."

*** Though note Clause 4(c) of the Guidelines Concerning the Refusal of Academic Appointment on the Basis of Family Relationship Rather than Merit: "If an administrator or faculty member is involved in any committee or similar body charged with reviewing contracts and if a candidate for appointment, promotion, renewal or tenure comes before that committee who is related to the administrator or faculty member, then the administrator or faculty members should withdraw from any discussion or voting in relation to the candidate."

2. No discrimination, interference, restriction or coercion shall be exercised by reason of clerical or lay status, language or place of residence, except as clearly and necessarily required to meet the objective requirements of employment.

3. No discrimination, interference, restriction or coercion shall be exercised by reason of physical or mental handicap, illness or incapacity except as may reasonably be imposed in good faith to meet the objective requirements of employment once reasonable accommodation of such handicap, illness or incapacity has been provided.

4. For the purposes of determining what limitations may reasonably be imposed in good faith to meet the objective requirements of employment, every employee is entitled to individual consideration, and past or present handicap, illness or incapacity, including addictive illness, shall be considered only to the extent that it demonstrably affects the employee's current ability to meet objective requirements of employment.

5. The protection against discrimination by reason of age is subject to the provisions of this agreement relating to retirement.

Approved by the CAUT Board,
March, 1982.

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